



Navy Guidelines Concerning Pregnancy & Parenthood

Command Advisor on Pregnancy and Parenthood

Overview



- **Navy Instructions & Policies:**
 - Notification Requirements
 - Operational Deferment
 - Maternity Uniforms and Allowance
 - Leave: Convalescent / Adoption / Paternity
 - Family Care Plan (FCP) Policy
- **Available Support**
 - Fleet and Family Service Center (FFSC)
 - Women, Infants, and Children (WIC)

Pregnancy Notification

- Servicewomen are required to notify leadership within two weeks of pregnancy confirmation by medical personnel.
- Pregnancy Availability Messages:
 - Pregnancy Availabilities are required for all servicewomen assigned to a deployable command, who have orders to a deployable command, or who are within 12-months of their PRD window returning them to sea duty.
 - Pregnancy Availabilities must be submitted to PERS-4013 as soon as the command is officially notified the servicewoman is pregnant.

Deferment Periods

- Operational Deferment:
 - All transfers of postpartum servicewomen to operational assignments are deferred for a period of 12 months following delivery.
- Adoption Operational Deferment:
 - Servicewomen who place a child(ren) up for adoption are entitled to 12 months postpartum operational deferment.
 - Service member(s) who adopt a child(ren), are authorized four months operational deferment. Similar to adoption leave, in the event a dual military couple adopts a child(ren) in a qualifying adoption, only one of the service members shall be granted adoption operational deferment.
- Waiving Postpartum Operational Deferment:
 - Once cleared by their OB HCP, servicewomen on postpartum 12 month operational deferment may request to terminate deferment at any point after CONLV, with HCP and CO endorsement.

Maternity Uniforms & Allowance

- Enlisted servicewomen will be given a clothing allowance for maternity uniforms upon presenting the pregnancy notification from the CO/OIC to the personnel support detachment (PERSUPPDET).
- Servicewomen may only receive an extra clothing allowance for maternity uniforms once every 3 years.
- Certified maternity uniforms shall be worn by all pregnant servicewomen in the Navy when the prescribed and regular uniforms no longer fit (Uniform Regulations, [Article 6701](#))
- Pregnant servicewomen are **not** required to expend the maternity uniform allowance to purchase a new Navy PT Uniform.
- Pregnant servicewomen are expected to wear regular uniforms upon returning from CONLV, however, COs may approve the wear of maternity uniforms up to six months from the date of delivery based on HCP diagnosis and/or recommendations.



Maternity Blouse



Parenthood Leave Policies

- **Convalescent Leave (CONLV):**

- CONLV begins the day after the servicewoman is discharged from the MTF, following any uncomplicated delivery or cesarean section. CONLV is normally 42 days in duration, unless the attending physician recommends an extension based upon medical complications, indicating the servicewoman is not fit for duty. (*OPNAVINST 6000.1 Series*)

- **Adoption Leave:**

- The CO shall authorize up to 21 days of leave for any service member adopting a child(ren), dependent on the unit's mission, specific operational circumstances, and the service member's billet. (*MILPERSMAN 1050-420*)

- **Paternity Leave:**

- The paternity leave policy grants ten days of non-chargeable leave to a married serviceman on active duty whose wife gives birth to a child. (*MILPERSMAN 1050-430*)

Assignment Policies

- Servicewomen are encouraged to plan pregnancies to coincide with assignments to non-operational/non-deployable or shore duties to prevent disruption to her career and gapped billets in deployable units.
- Consistent with force shaping objectives, pregnant servicewomen who have an expiring end of active duty obligated service (EAOS) will not be approved for projected rotation date (PRD) adjustment if Career Waypoint - Reenlistment (CWAY-REEN) is not approved. Pregnancy shall not be used as a justification for retention.
- No servicewomen may be assigned overseas or travel overseas after the completion of her 28th week of pregnancy.
- Assignment of a pregnant servicewoman to a school will be handled on a case-by-case basis by the school house CO/OIC.

Separation Policies

- Pregnant servicewomen may request separation due to pregnancy. Requests are normally denied, unless it is determined to be in the best interest of the Navy or if the member demonstrates overriding and compelling factors of personal need which warrant separation.
- **Separation by Reason of Convenience of the Government – Pregnancy:**
 - *MILPERSMAN 1910-112 (enlisted)*
 - *MILPERSMAN 1920-180 (officer)*
- **Separation by Reason of Convenience of the Government – Parenthood:**
 - *MILPERSMAN 1910-124 (enlisted)*
 - *MILPERSMAN 1920-180 (officer)*

Family Care Plan (FCP)

- All single service members with joint or full custody and dual military couples with eligible family members are responsible for initiating a formalized FCP (OPNAVINST 1740.4D)
 - Required to be on file within 60 days of the birth, marriage, or adoption
- A completed FCP will certify that family members will be cared for during the service member's absence. It will identify the designated legal guardian of the eligible family member(s), as well as logistical, relocation, and financial arrangements.
 - Care consideration during short-term and long-term absences (e.g. deployments)
 - Financial and medical well-being of deployments
 - Legal documentation outlined (e.g. Power of Attorney)

Breastfeeding in the Workplace



- Requests to breastfeed child(ren) during duty hours are handled on a case-by-case basis and accommodations of these requests remain at the discretion of each servicewoman's CO.
- Servicewomen who continue to provide breast milk upon return to duty will be, at a minimum, afforded the availability of a clean, secluded space with ready access to a water source and other amenities for the purpose of pumping breast milk.
 - **Note:** A toilet space is unacceptable space, due to sanitation concerns.
- Commands must ensure breastfeeding servicewomen are afforded access to cool storage for expressed breast milk.

Lactation Education

Your support makes a difference!



Health Experts agree that Breastfeeding is one of the Best Ways to give Babies a Healthy Start!

These Health Benefits lead to Sailors missing fewer work days due to sick children during the first five years of life, overall increased morale in the workplace, and retention of women in the Navy:

- Recent studies also show that there may be a link between breastfeeding and lower incidences of SIDS, diabetes, and allergies.
- Breastfed babies have improved mental development and fewer respiratory, urinary tract, and ear infections. It also lowers the chance of developing gastrointestinal complications or eczema.

Breastfeeding is also Healthier for Mothers:

Moms who nurse their babies reduce their risk of ovarian and breast cancer, have quicker weight loss after giving birth, and have less bone loss and fewer hip fractures in old age. Sailors also recover faster from labor when breastfeeding.

Despite the Benefits of Breastfeeding, many Mothers find it difficult to continue after they've returned to work:

"Returning to work is often the number one reason women cite for discontinuing breastfeeding," said LT Christa Kuehler, NC, a lactation consultant at U.S. Naval Hospital Sigonella. "Ninety percent of the moms discharged from the hospital are nursing their babies, but this drops to 30 to 40 percent by the time the baby is six months old."

What You can do to Support your Shipmates who are New Moms?

- ❑ Moms need a break every few hours to pump breast milk. This can take 20-30 minutes.
- ❑ Do not embarrass them >> providing food for their child is no different than you eating lunch.
- ❑ Uphold a professional attitude. Enforce command policies that prohibit harassment and discrimination of breastfeeding mothers. Do not hassle them for taking breaks!
- ❑ Support time off needed to attend lactation education classes and to utilize local resources.
- ❑ Educate new moms on the resources available to them through medical, FFSC, WIC, etc.
- ❑ Ensure your command is complying with NAVOSH standards to minimize lactation hazards.
- ❑ Provide a safe place for pumping and storage. Show new moms where the lactation room is located.
- ❑ Educate yourself. Read the OPNAVINST 6000.1 Series. [Note: Advancement exams may use questions from this publication.]

**Navy and Marine Corps Medical News: [Sailor Moms Get Own Room For Breastfeeding](#)
Support of Servicewomen with Nursing Infants ([BUMEDINST 6000.14](#))
Navy Guidelines Concerning Pregnancy and Parenthood ([OPNAVINST 6000.1 Series](#))**

Available Support*

- Fleet and Family Support Program/Center (FFSP/FFSC)
 - Prenatal Services
 - Parent Education Classes:
 - Baby Bootcamp, Nurturing Parent, Budgeting for Baby, etc.
 - New Parent Support Home Visitation Program (NPSHVP)

- Child Care Options
 - Navy Child Development Centers (CDC)
 - Child and Youth Programs (CYP)
 - Sittercity Military Program (DoD Funded)
 - Military Child Care in Your Neighborhood (MCCYN)

Available Support Cont.*

- **Women, Infants, and Children (W.I.C.)**
 - Qualifying participants receive assistance to ensure nutritious food is affordable, health screenings, and other resources.
 - CONUS
 - OCONUS
- **Child Support Garnishment**
 - DFAS is authorized by Federal Law to garnish the pay of active, reserve and retired service members for payment of child support. Noncompliance with court ordered child support could result in the garnishment of the service member's pay per *MILPERSMAN 1754-030*.

* More resources listed on the [CAPP webpage](#)

Questions?



**To learn more, visit the
Navy Office of Women's Policy page on NPC:**

<http://www.npc.navy.mil/AboutUs/BUPERS/WomensPolicy/>